

Department of State
Bureau of Human Resources

Foreign Service Promotion Statistics for 2016
Category: FE-MC TO FE-CM

Gender	Number Competed	Number Promoted	Promotion Rate
Male	95	3	3.2%
Female	46	2	4.3%
Combined Totals	141	5	3.5%

Ethnicity	Number Competed	Number Promoted	Promotion Rate
Hispanic	6	1	16.7%
Not Hispanic	135	4	3.0%
Combined Totals	141	5	3.5%

Race	Number Competed	Number Promoted	Promotion Rate
White	119	5	4.2%
African American	11	0	0.0%
Native American	1	0	0.0%
Asian	3	0	0.0%
Native Hawaiian	0	0	0.0%
Multi-Race	2	0	0.0%
Unspecified	5	0	0.0%
Combined Totals	141	5	3.5%

Produced by HR/RMA

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Foreign Service Promotion Statistics for 2016
Category: GENERALIST FE-OC TO FE-MC

Gender	Number Competed	Number Promoted	Promotion Rate
Male	162	34	21.0%
Female	89	27	30.3%
Combined Totals	251	61	24.3%

Ethnicity	Number Competed	Number Promoted	Promotion Rate
Hispanic	11	5	45.5%
Not Hispanic	240	56	23.3%
Combined Totals	251	61	24.3%

Race	Number Competed	Number Promoted	Promotion Rate
White	223	55	24.7%
African American	10	2	20.0%
Native American	0	0	0.0%
Asian	8	1	12.5%
Native Hawaiian	0	0	0.0%
Multi-Race	6	2	33.3%
Unspecified	4	1	25.0%
Combined Totals	251	61	24.3%

Produced by HR/RMA

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Foreign Service Promotion Statistics for 2016
Category: GENERALIST FS-01 TO FE-OC

Gender	Number Competed	Number Promoted	Promotion Rate
Male	231	57	24.7%
Female	112	34	30.4%
Combined Totals	343	91	26.5%

Ethnicity	Number Competed	Number Promoted	Promotion Rate
Hispanic	16	6	37.5%
Not Hispanic	327	85	26.0%
Combined Totals	343	91	26.5%

Race	Number Competed	Number Promoted	Promotion Rate
White	306	81	26.5%
African American	9	0	0.0%
Native American	0	0	0.0%
Asian	9	1	11.1%
Native Hawaiian	0	0	0.0%
Multi-Race	10	5	50.0%
Unspecified	9	4	44.4%
Combined Totals	343	91	26.5%

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Foreign Service Promotion Statistics for 2016
Category: GENERALIST FS-02 TO FS-01

Gender	Number Competed	Number Promoted	Promotion Rate
Male	820	104	12.7%
Female	503	66	13.1%
Combined Totals	1323	170	12.8%

Ethnicity	Number Competed	Number Promoted	Promotion Rate
Hispanic	60	11	18.3%
Not Hispanic	1263	159	12.6%
Combined Totals	1323	170	12.8%

Race	Number Competed	Number Promoted	Promotion Rate
White	1091	133	12.2%
African American	66	12	18.2%
Native American	5	0	0.0%
Asian	99	16	16.2%
Native Hawaiian	0	0	0.0%
Multi-Race	31	2	6.5%
Unspecified	31	7	22.6%
Combined Totals	1323	170	12.8%

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Foreign Service Promotion Statistics for 2016
Category: GENERALIST FS-03 TO FS-02

Gender	Number Competed	Number Promoted	Promotion Rate
Male	498	143	28.7%
Female	440	122	27.7%
Combined Totals	938	265	28.3%

Ethnicity	Number Competed	Number Promoted	Promotion Rate
Hispanic	49	13	26.5%
Not Hispanic	889	252	28.3%
Combined Totals	938	265	28.3%

Race	Number Competed	Number Promoted	Promotion Rate
White	751	207	27.6%
African American	57	11	19.3%
Native American	1	0	0.0%
Asian	81	34	42.0%
Native Hawaiian	1	0	0.0%
Multi-Race	18	6	33.3%
Unspecified	29	7	24.1%
Combined Totals	938	265	28.3%

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Foreign Service Promotion Statistics for 2016
Category: GENERALIST FS-04 TO FS-03

Gender	Number Competed	Number Promoted	Promotion Rate
Male	583	224	38.4%
Female	413	155	37.5%
Combined Totals	996	379	38.1%

Ethnicity	Number Competed	Number Promoted	Promotion Rate
Hispanic	63	26	41.3%
Not Hispanic	933	353	37.8%
Combined Totals	996	379	38.1%

Race	Number Competed	Number Promoted	Promotion Rate
White	780	309	39.6%
African American	64	18	28.1%
Native American	4	2	50.0%
Asian	71	20	28.2%
Native Hawaiian	1	0	0.0%
Multi-Race	60	20	33.3%
Unspecified	16	10	62.5%
Combined Totals	996	379	38.1%

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Foreign Service Promotion Statistics for 2016
Category: SPECIALIST FE-OC TO FE-MC

Gender	Number Competed	Number Promoted	Promotion Rate
Male	68	8	11.8%
Female	10	1	10.0%
Combined Totals	78	9	11.5%

Ethnicity	Number Competed	Number Promoted	Promotion Rate
Hispanic	3	1	33.3%
Not Hispanic	74	8	10.8%
Unspecified	1	0	0.0%
Combined Totals	78	9	11.5%

Race	Number Competed	Number Promoted	Promotion Rate
White	71	8	11.3%
African American	3	0	0.0%
Native American	0	0	0.0%
Asian	1	0	0.0%
Native Hawaiian	0	0	0.0%
Multi-Race	0	0	0.0%
Unspecified	3	1	33.3%
Combined Totals	78	9	11.5%

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Foreign Service Promotion Statistics for 2016
Category: SPECIALIST FS-01 TO FE-OC

Gender	Number Competed	Number Promoted	Promotion Rate
Male	140	16	11.4%
Female	31	8	25.8%
Combined Totals	171	24	14.0%

Ethnicity	Number Competed	Number Promoted	Promotion Rate
Hispanic	13	2	15.4%
Not Hispanic	158	22	13.9%
Combined Totals	171	24	14.0%

Race	Number Competed	Number Promoted	Promotion Rate
White	141	17	12.1%
African American	12	3	25.0%
Native American	2	0	0.0%
Asian	7	2	28.6%
Native Hawaiian	0	0	0.0%
Multi-Race	3	0	0.0%
Unspecified	6	2	33.3%
Combined Totals	171	24	14.0%

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Foreign Service Promotion Statistics for 2016
Category: SPECIALIST FS-02 TO FS-01

Gender	Number Competed	Number Promoted	Promotion Rate
Male	578	44	7.6%
Female	141	23	16.3%
Combined Totals	719	67	9.3%

Ethnicity	Number Competed	Number Promoted	Promotion Rate
Hispanic	71	2	2.8%
Not Hispanic	648	65	10.0%
Combined Totals	719	67	9.3%

Race	Number Competed	Number Promoted	Promotion Rate
White	537	53	9.9%
African American	77	9	11.7%
Native American	2	0	0.0%
Asian	36	3	8.3%
Native Hawaiian	0	0	0.0%
Multi-Race	26	1	3.8%
Unspecified	41	1	2.4%
Combined Totals	719	67	9.3%

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Foreign Service Promotion Statistics for 2016
Category: SPECIALIST FS-03 TO FS-02

Gender	Number Competed	Number Promoted	Promotion Rate
Male	1015	100	9.9%
Female	205	41	20.0%
Combined Totals	1220	141	11.6%

Ethnicity	Number Competed	Number Promoted	Promotion Rate
Hispanic	121	9	7.4%
Not Hispanic	1098	132	12.0%
Unspecified	1	0	0.0%
Combined Totals	1220	141	11.6%

Race	Number Competed	Number Promoted	Promotion Rate
White	891	103	11.6%
African American	116	15	12.9%
Native American	6	0	0.0%
Asian	79	13	16.5%
Native Hawaiian	0	0	0.0%
Multi-Race	55	4	7.3%
Unspecified	73	6	8.2%
Combined Totals	1220	141	11.6%

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Foreign Service Promotion Statistics for 2016
Category: SPECIALIST FS-04 TO FS-03

Gender	Number Competed	Number Promoted	Promotion Rate
Male	702	192	27.4%
Female	216	43	19.9%
Combined Totals	918	235	25.6%

Ethnicity	Number Competed	Number Promoted	Promotion Rate
Hispanic	83	21	25.3%
Not Hispanic	835	214	25.6%
Combined Totals	918	235	25.6%

Race	Number Competed	Number Promoted	Promotion Rate
White	662	173	26.1%
African American	87	19	21.8%
Native American	2	2	100.0%
Asian	63	13	20.6%
Native Hawaiian	6	0	0.0%
Multi-Race	66	19	28.8%
Unspecified	32	9	28.1%
Combined Totals	918	235	25.6%

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Foreign Service Promotion Statistics for 2016
Category: SPECIALIST FS-05 TO FS-04

Gender	Number Competed	Number Promoted	Promotion Rate
Male	17	2	11.8%
Female	201	24	11.9%
Combined Totals	218	26	11.9%

Ethnicity	Number Competed	Number Promoted	Promotion Rate
Hispanic	19	0	0.0%
Not Hispanic	199	26	13.1%
Combined Totals	218	26	11.9%

Race	Number Competed	Number Promoted	Promotion Rate
White	151	21	13.9%
African American	31	3	9.7%
Native American	1	0	0.0%
Asian	18	1	5.6%
Native Hawaiian	0	0	0.0%
Multi-Race	8	1	12.5%
Unspecified	9	0	0.0%
Combined Totals	218	26	11.9%

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Foreign Service Promotion Statistics for 2016
Category: SPECIALIST FS-06 TO FS-05

Gender	Number Competed	Number Promoted	Promotion Rate
Male	24	3	12.5%
Female	208	52	25.0%
Combined Totals	232	55	23.7%

Ethnicity	Number Competed	Number Promoted	Promotion Rate
Hispanic	24	10	41.7%
Not Hispanic	208	45	21.6%
Combined Totals	232	55	23.7%

Race	Number Competed	Number Promoted	Promotion Rate
White	169	41	24.3%
African American	25	3	12.0%
Native American	0	0	0.0%
Asian	14	4	28.6%
Native Hawaiian	0	0	0.0%
Multi-Race	12	2	16.7%
Unspecified	12	5	41.7%
Combined Totals	232	55	23.7%

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